

SETTLEMENT AGREEMENT

THIS SETTLEMENT AGREEMENT (the "Agreement") is entered into as of JUNE 10 ____, 2003, and is effective as of the Effective Date set forth herein, by and between Commercial Financial Services, Inc., Debtor, and the CFS Liquidating Trust (collectively "CFS"), and Rocky J. Snider, James Lemieux, Mary Dodson, Pamela Soeten, Barbara Orr and Nancy Bane (collectively the "Class Representatives"), on behalf of themselves and all other unnamed members of the Plaintiff Class (the "Unnamed Class Members") represented by the Class Representatives, and Mitchell M. McCune, Esq. and Jed E. Penney, Esq., and Shannon K. Davis, Esq., (collectively "Class Counsel").

RECITALS

WHEREAS, on January 15, 1999, Class Representatives, represented by Class Counsel, filed an adversary proceeding (the "Adversary Proceeding") against CFS in the United States Bankruptcy Court for the Northern District of Oklahoma (the "Court"), Adversary No. 99-0009-R, alleging a violation of the Worker Adjustment Retraining and Notification Act (the "WARN Act") by CFS and seeking to recover damages, costs and attorney's fees from CFS on behalf of a purported class of plaintiffs, including Class Representatives; and,

WHEREAS, on December 27, 1999, the Court entered its Order Granting Class Certification, certifying a class in the Adversary Proceeding pursuant to Federal Rule of Civil Procedure 23(b)(1), appointing Class Representatives as the representatives for the class (the "Plaintiff Class") consisting of Class Representatives and the Unnamed Class Members, and appointing Class Counsel to represent the Plaintiff Class; and,

WHEREAS, on or about January 31, 2000, Class Counsel filed or caused to be filed proofs of claim and/or requests for payment of administrative expenses (the "Claims") in the CFS Chapter 11

case on behalf of each member of the Plaintiff Class asserting that the Claims arose under the WARN Act; and,

WHEREAS, on September 14, 2001, the Court entered its Order Confirming CFS' Second Amended Plan of Orderly Liquidation (the "Plan"); and,

WHEREAS, prior to the trial of the Adversary Proceeding and prior to the execution of this Agreement, 292 members of the Plaintiff Class (the "Settled Parties") separately settled all of their claims asserted in, arising under, or related to the Adversary Proceeding and the Claims pursuant to the terms of an offer of compromise and settlement made by CFS and approved by the Court; and,

WHEREAS, CFS denies liability to Class Representatives, the Unnamed Class Members and Class Counsel on the Claims and on any cause of action or theory of recovery or relief asserted in the Adversary Proceeding; and,

WHEREAS, the parties to this Agreement acknowledge that some of the Class Representatives and the remaining Unnamed Class Members (collectively the "Remaining Class Members") have or may have certain pre-petition claims against CFS that are Allowed General Unsecured Claims under the terms of the Plan and that such Allowed General Unsecured Claims are not affected by the terms of this Agreement; and,

WHEREAS, the parties to this Agreement have engaged in good faith settlement negotiations, including a settlement conference conducted by the Honorable Claire V. Eagan, and have agreed upon terms of settlement, subject to approval by the Bankruptcy Court, that each of the parties to this Agreement believe are fair, reasonable, and equitable to all parties in interest; and,

WHEREAS, CFS, Class Representatives, for themselves and all of the Remaining Class Members, and Class Counsel, and each of them, desire to compromise, settle and fully and finally resolve the Claims, all causes of action, theories of relief and claims asserted in the Adversary

Proceeding by the Remaining Class Members, and Class Counsel against CFS and the bankruptcy estate of CFS in accordance with the terms of this Agreement.

AGREEMENT

NOW THEREFORE, for good and valuable consideration, the receipt, adequacy and sufficiency of which is acknowledged, CFS, Class Representatives, for themselves and all of the Remaining Class Members, and Class Counsel agree as follows:

1. Incorporation of Recitals. The Recitals above are true and correct and are incorporated herein as part of this Agreement.
2. Procedure for Obtaining Court Approval; Notices. This Agreement and all of the terms of settlement set forth herein are subject to approval by the Court. Promptly following the execution of this Agreement by all parties hereto, CFS and/or the Class Representatives and/or Class Counsel will file appropriate motions pursuant to 11 U.S.C. § 363, Federal Rules of Bankruptcy Procedure (the “Bankruptcy Rules”) 7023 and 9019, and Federal Rule of Civil Procedure (the “Federal Rules”) 23 (the “Settlement Motions”) requesting that the Court: (a) make a preliminary fairness evaluation and provide preliminary approval of the proposed settlement, (b) determine reasonable and appropriate notice of the settlement and procedures for providing such notice, and (c) thereafter give final approval to this Agreement and to the terms of the settlement between the parties hereto following a hearing, including a final fairness hearing pursuant to Bankruptcy Rule 7023 and Federal Rule 23, after appropriate notice and opportunity for objection. The Settlement Motions shall include the proposed division of the Settlement Payment among Class Counsel for attorneys’ fees and expenses and the Remaining Class Members provided to CFS by Class Representatives and Class Counsel and attached hereto as Exhibit “A.” The Settlement Motions shall also include the

proposed formula for apportioning the Settlement Payment among the members of the Plaintiff Class.

Appropriate notice of the Settlement Motions shall be provided to parties in interest as required under the applicable Bankruptcy Rules and the Orders of the Court. Notice of the final fairness hearing and opportunity to object to the proposed settlement shall be provided to parties in interest and to all the Remaining Class Members as directed by the Court pursuant to Bankruptcy Rule 7023 and Federal Rule 23(e). The Class Representatives and Class Counsel shall prepare the mailing list for the Remaining Class Members based upon the most current information available to Class Counsel. CFS and the Unsecured Creditor's Liquidating Trust shall provide their most current mailing lists containing information relating to the addresses of the Remaining Class Members to Class Counsel.

Notices provided to the Remaining Class Members by mail shall be transmitted by first class mail, with forwarding service requested. Each envelope used to provide notice by mail to the Remaining Class Members shall be marked on its face "IMPORTANT: COURT DOCUMENTS ENCLOSED." The return address for all mailings to the Remaining Class Members shall be the address of Class Counsel.

CFS shall bear all costs related to providing notice of the hearing on the Settlement Motions and the final fairness hearing. Such costs shall include, but shall not be limited to, publication fees, mailing and printing costs and forwarding fees. To the extent that any such costs are paid in the first instance by Class Counsel, such costs shall be reimbursed by CFS within thirty (30) days after the submission of a proper invoice for such costs to CFS.

3. Effective Date. The "Effective Date" of this Agreement will be the eleventh (11th) day after the Bankruptcy Court enters a final, non-appealable order granting the Settlement Motions

and approving this settlement under Bankruptcy Rules 7023 and 9019 and Federal Rule 23 (the "Settlement Order"). Provided, however, that in the event any party in interest timely files an appeal from the Settlement Order, this Agreement shall not become effective until such appeal has been fully resolved and a final, non-appealable order affirming the Settlement Order has been entered by the appellate courts having jurisdiction over any such appeal.

4. Settlement Payment. Within thirty (30) days after the Effective Date, CFS shall pay the aggregate sum of Two Million Six Hundred Thousand and No/100 Dollars (\$2,600,000.00) (hereinafter the "Settlement Payment"), payable as an administrative expense, and apportioned among the Remaining Class Members, Class Counsel, and the appropriate taxing authorities as provided in paragraph 5 below, and as approved by the Court. Payment of the Settlement Payment shall settle, compromise and fully discharge all obligations of CFS to, the Remaining Class Members, and Class Counsel for the Claims, wages, benefits, damages, backpay and/or frontpay awards, attorneys' fees and litigation costs asserted in the Adversary Proceeding, and any other claims as provided in paragraph 7 of this Agreement.

5. Apportionment of the Settlement Payment. The Settlement Payment will be apportioned among the Class Representatives, Remaining Class Members, Class Counsel, and the appropriate taxing authorities. Class Representatives and Class Counsel are solely responsible for determining the apportionment of the Settlement Payment among Class Representatives, Remaining Class Members and Class Counsel, with such apportionment subject to final approval by the Court. A portion of the Settlement Payment comprising attorneys' fees, administrative costs and reimbursement of expenses to Class Counsel, after approval by the Court, shall be paid to Class Counsel. However, the sum total of the attorneys' fees, administrative costs and reimbursement of expenses shall not exceed \$900,000.00. Class Counsel shall be responsible for timely filing with the

Court any necessary applications for approval of attorneys' fees, administrative costs and reimbursement of expenses of Class Counsel.

The remainder of the Settlement Payment, after deduction of attorneys' fees, administrative costs and reimbursement of expenses of Class Counsel approved by the Court, shall be paid by separate payments to the Remaining Class Members, including the Class Representatives, subject to approval by the Court. Class Representatives and Class Counsel shall provide detailed instructions to CFS regarding the gross portion of the Settlement Payment to be paid to each of the Remaining Class Members and the allocation of such funds to wages and/or salary and benefits, as well as the name and address of each Remaining Class Member, based upon the allocation formula prepared by Class Counsel and the Class Representatives and approved by the Court. Following approval by the Court of the amounts of payments to the Remaining Class Members, CFS shall cause individual checks (the "Settlement Checks") to be prepared for each of the Remaining Class Members for the amount due to each such person from the total Settlement Payment. CFS shall deduct from each Settlement Check all applicable federal and state withholding taxes, plus the employer's share of FICA taxes. Withholding from the Settlement Checks to be paid to each of the Remaining Class Members shall be computed based upon one (1) exemption from withholding, provided that any individual Remaining Class Member may provide CFS with an executed IRS Form W-4 providing for additional exemptions from withholding within fifteen (15) days after the Effective Date, and CFS shall use any such substitute Form W-4 received for computing withholdings. CFS shall promptly remit all taxes withheld to the appropriate taxing authorities. Settlement Checks shall be distributed pursuant to the payment procedures set forth in paragraph 6 below, or pursuant to such other procedures as may be directed by the Court.

6. Procedures for Payment of the Settlement Payment. Within thirty (30) days after the Effective Date, CFS shall pay to Class Counsel the Court approved portion of the Settlement Payment due to Class Counsel for attorneys' fees and reimbursement of expenses. CFS shall promptly remit all taxes withheld from allocations of the Settlement Payment to the Remaining Class Members to the appropriate taxing authorities. Within thirty (30) days after the Effective Date, CFS shall cause the Settlement Checks to be mailed directly to the Remaining Class Members at the addresses provided to CFS by Class Representatives and Class Counsel. Each envelope containing a Settlement Check shall include on its face a request that the postal service providing forwarding service for such mailings and shall include the address of Class Counsel as the return address. CFS shall, substantially contemporaneously with the mailing the Settlement Checks, provide a copy of each Settlement Check issued to Class Counsel. All inquiries received by CFS from any Remaining Class Member concerning payments made under the terms of this Agreement shall be directed by CFS to Class Counsel.

7. Procedures for Unclaimed Funds. The parties will request that the Court approve the following procedures with respect to unclaimed funds from the Settlement Payment. Settlement Checks shall be null and void if not negotiated within ninety (90) days after the date of issuance thereof. Within one hundred thirty (130) days after the issuance of the Settlement Checks, CFS shall provide Class Counsel with a list of all Settlement Checks not negotiated by any of the Remaining Class Members. A request may be made in writing to CFS for the re-issuance of any void Settlement Check by an individual Remaining Class Member, their heirs and/or assigns, to whom such Settlement Check was payable or by Class Counsel on behalf of any such individual Remaining Class Member within one hundred eighty (180) days after the issuance date of such Settlement Check and, upon such written request, CFS shall as promptly as possible re-issue such Settlement

Check. Any re-issued Settlement Check will be null and void if not negotiated within ninety (90) days of the issuance date. Any payment of a portion of the Settlement Payment to any Remaining Class Member that is not negotiated within the time limits set forth above shall be unclaimed funds that shall revert to CFS and shall become property of the estate not subject to further claims by any Remaining Class Member or by Class Counsel. Provided, however, that in the event a request is made to CFS to issue a Settlement Check to an heir or assign of a Class Member, such heir or assign and Class Counsel shall provide to CFS reasonable written evidence to establish the right of such heir or assign to receive a Settlement Payment hereunder on behalf of said Class Member.

8. Releases. On the Effective Date of this Agreement, Class Representatives, on behalf of themselves and all Remaining Class Members, and Class Counsel, and their representatives, successors, predecessors and assigns, hereby release and discharge CFS and all related or affiliated entities from any and all claims, demands, suits, rights, actions or causes of action, and all damages, attorneys' fees, penalties, interest, costs, injunctive relief and/or any other remedy available at law or in equity, arising from the facts and circumstances that are the subject matter of the Adversary Proceeding that Class Representatives, the Remaining Class Members and Class Counsel asserted or could have asserted against CFS or any affiliated or related entity or against any property of CFS' bankruptcy estate in the Adversary Proceeding, including, but not limited to, the causes of action asserted in the Adversary Proceeding and the Claims. Provided, however, that the release set forth in this paragraph does not operate to release or relieve CFS of and from its obligations under this Agreement and any Order of the Court approving the settlement to be effected by this Agreement or any obligations provided in the Plan to make certain payments with respect to Allowed General Unsecured Claims relating to pre-petition obligations of CFS to one or more of the Remaining Class Members.

On the Effective Date of this Agreement, CFS shall release the Remaining Class Members and Class Counsel from any and all claims, demands, suits, rights, actions or causes of action, and all damages, attorneys' fees, penalties, interest, costs, injunctive relief and/or any other remedy available at law or in equity that CFS has, or may have relating to the Adversary Proceeding, including, but not limited to, the causes of action asserted in the Adversary Proceeding and the Claims.

9. Withdrawal of Claims. Within thirty (30) days after the Effective Date and in exchange for the Settlement Payment, Class Representatives shall deliver or cause Class Counsel to deliver to CFS appropriate documents signed by either Class Representatives or by Class Counsel, as attorneys and authorized agents for each of the Remaining Class Members, providing for the withdrawal, with prejudice, of each of the Claims for filing by CFS with the Bankruptcy Court (the "Claim Withdrawals"). In addition, Class Counsel shall, within thirty (30) days after the Effective Date, and in exchange for the payment to Class Counsel of the portion of the Settlement Payment paid to Class Counsel with the approval of the Bankruptcy Court, deliver to CFS a Claim Withdrawal, signed by Class Counsel, providing for the withdrawal, with prejudice, of any claim filed by Class Counsel for administrative expenses, attorneys' fees or costs for filing by CFS with the Bankruptcy Court.

10. Dismissal of Adversary Proceeding. Following the approval of this Agreement by the Court and contemporaneously with the delivery of the Settlement Payment and the Claim Withdrawals, Class Representatives shall deliver to CFS a form of Joint Stipulation for Dismissal, with Prejudice, of the Adversary Proceeding executed by Class Counsel on behalf of the Remaining Class Members for filing by CFS with the Bankruptcy Court. CFS shall file the Joint Stipulation for Dismissal, with Prejudice, promptly after CFS has disbursed the Settlement Payment in accordance

with the provisions of this Agreement. CFS and Class Counsel will jointly seek an Order of the Court dismissing the Adversary Proceeding with prejudice.

11. Tax Obligations. As provided in paragraph 5 above, withholding from Settlement Checks shall be computed based upon one (1) exemption from withholding, provided that any individual Remaining Class Member may provide CFS with an executed IRS Form W-4 providing for additional exemptions from withholding within fifteen (15) days after the Effective Date, and CFS shall use any such substitute Form W-4 received for computing withholdings. A Form W-4 shall be provided to each Remaining Class Member as part of the notices to be provided to Remaining Class Members of this proposed settlement and as approved by the Court.

In accordance with applicable law, CFS shall provide a form W-2 or 1099 to each Remaining Class Member who receives any portion of the Settlement Payment and to Class Counsel relating to the portion of the Settlement Payment received by each such person. The Remaining Class Members and Class Counsel will be solely liable for payment of any and all taxes of whatever nature in excess of withholdings by CFS assessed against or owed by any Remaining Class Member or by Class Counsel as a consequence of the receipt of a portion of the Settlement Payment.

12. No Admission of Liability. This Agreement is a compromise of disputed claims. Nothing in this Agreement will be considered evidence of, or an admission with respect to, liability or the truth of any of the claims or allegations in the Adversary Proceeding or the Claims, whether such claims and allegations be of fact or law.

13. Prior Settlements With Former Members of the Plaintiff Class. Each party to this Agreement acknowledges that prior to the execution of this Agreement, CFS has agreed to settlements of all claims asserted in the Adversary Proceeding by or on behalf of certain former members of the Plaintiff Class (hereinafter the "Settled Parties"). All such settlements entered into

between CFS and the Settled Parties are set forth in writing, which written agreements include a complete release of claims by the Settled Parties against CFS except for the obligations of CFS provided in the Plan make certain payments with respect to Allowed General Unsecured Claims relating to pre-petition obligations of CFS to one or more of the Settled Parties. All such prior settlement agreements are and have been fully performed by CFS and the Settled Parties. The parties agree that all settlements between CFS and the Settled Parties entered into before the date of this Agreement are full and final settlements and are binding upon the parties to such settlements and all parties to this Agreement. Further, the parties to this Agreement agree that none of the prior settlements are affected by the terms of this Agreement and that none of the Settled Parties in any of the prior settlements is entitled to receive any share of the Settlement Payment or has any rights arising under this Agreement. Specifically, it is the express intent of the parties to this Agreement that none of the Settled Parties in any such prior settlements are third party beneficiaries of this Agreement or of the settlement effected by this Agreement.

14. Additional Documents and Acts. Each party will execute or procure and deliver to the other parties such additional documents and perform such other acts as may be reasonably necessary to evidence or effectuate the terms of this Agreement.

15. Costs of Adversary Proceeding and Settlement. Each party to this Agreement will be solely responsible for his/her/its costs, expenses and attorneys' fees incurred in connection with the Adversary Proceeding and the settlement effected by this Agreement, except that: (a) as provided herein, CFS will bear all costs relating to providing notice of the hearing on the Settlement Motions to all parties in interest and, (b) a portion of the Settlement Payment, determined by the Class Representatives and Class Counsel, and subject to approval of the Court, shall be paid to Class

Counsel as attorneys' fees, administrative expenses and reimbursement of expenses of Class Counsel in connection with the Adversary Proceeding.

16. Class Counsel. As used in this Agreement, the term "Class Counsel" shall include Mitchell M. McCune, Esq., individually, and Jed E. Penney, Esq., individually, and d/b/a McCune & Penney, P.C., Shannon K. Davis, Esq., individually, and Mitchell M. McCune, Esq. d/b/a The McCune Law Firm, P.C., and any other person or firm whose appointment as Class Counsel may be approved at any time by the Court.

17. Headings. The paragraph headings used in this Agreement are for convenience of reference only, and do not in any way limit or amplify the terms and provisions hereof.

18. Complete Agreement. This Agreement constitutes a single, integrated written contract, expresses the entire agreement of the parties with respect to the matters contained herein, and supersedes all negotiations, prior discussions and preliminary agreements, whether oral or written, between the parties to this Agreement and concerning the subject matter of this Agreement. All of the terms of this Agreement are subject to final approval by the Court. Any modification of this Agreement will be effective only if it is set forth in a writing, is signed all parties to this Agreement, and is approved by a final order of the Court.

19. Severability. If any provision of this Agreement is held to be invalid by a court of competent jurisdiction, such invalidity will not affect any of the other provisions of this Agreement to the extent that the remaining portions of this Agreement can be given effect without the invalid provision(s) and, to such extent, the provisions of this Agreement are declared to be severable.

20. Facsimile and Counterpart Signatures. Signatures may be affixed to a facsimile copy of this Agreement and may be transmitted by facsimile, and all such signatures shall have the same force and effect as original signatures. This Agreement may be executed in any number of

counterparts, each of which will be deemed an original, and all of which, when taken together, shall constitute one and the same document. This Agreement will constitute a binding, enforceable agreement only after CFS, four or more of the Class Representatives, and Class Counsel signed and delivered to the other parties a copy of this Agreement and the Court has entered a final, non-appealable order approving this Agreement as provided herein.

21. Interpretation of Agreement. No ambiguity or alleged ambiguity with respect to any of the provisions of this Agreement will be resolved against any party on the basis that such party was responsible or primarily responsible for having drafted this Agreement or any portion of this Agreement. Each of the parties hereto acknowledges that they did not execute this Agreement under duress, and that each party was represented by counsel of their choosing in connection with the negotiation, drafting and execution of this Agreement.

22. Governing Law. This Agreement, and all documents and other items executed and delivered in connection with this Agreement, will be governed by and construed under the internal laws of the state of Oklahoma (without regard to conflict of law rules of any other jurisdiction), except to the extent that a party may have greater rights or remedies under federal law, in which case the choice of Oklahoma law will not deprive any such party of the rights and remedies that may be available to such party under federal law.

23. Exclusive Venue. In the event a dispute shall arise between the parties to this Agreement concerning the terms or performance of this Agreement, the Court shall be the exclusive venue for any litigation relating to this Agreement and for the resolution of any such disputes. In the event of litigation concerning the terms or performance of this Agreement, the prevailing party in any such litigation may recover its reasonable attorneys' fees and costs from the non-prevailing parties.

May 23 2003 10:34AM
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ONYX INVESTMENT

The McCune Law Firm, P.C. 918-583-9988

No. 0857 P. 2/2

p. 15

IN WITNESS WHEREOF, the parties have executed this Agreement, at Tulsa, Oklahoma the
date first written above.

Class Representatives:

Rocky J. Snider


James Lemieux

Mary Dodson

Pamela Soeten



Barbara Orr



Nancy Bane

Class Counsel:

Mitchell M. McCune

Jed E. Penney

The McCune Law Firm, P.C.

McCune & Penney

By: _____

By: _____

Shannon K. Davis

Commercial Financial Services, Inc.

By: _____

Bradley D. Sharp, President

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The McCune Law Firm, P.C.

McCune & Penney

By: _____

By: _____

Shannon K. Davis

Commercial Financial Services, Inc.

By: _____
Bradley D. Sharp, President

FROM :

FAX NO. :

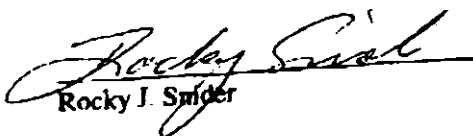
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P.13

May 23 03 04:05p

The McCune Law Firm, P.C. 918-583-9988

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Mary Dodson

Pamela Soeten

Barbara Orr

Nancy Bano

Class Counsel:

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Jed E. Penney

The McCune Law Firm, P.C.

McCune & Penney

By: _____

By: _____

Shannon K. Davis

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By: _____
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Jed E. Penney

The McCune Law Firm, P.C.

McCune & Penney

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President

By: _____

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By: _____
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Mary Dodson

Pamela Soeten

Barbara Orr

Nancy Bane

Class Counsel:

Mitchell M. McCune

The McCune Law Firm, P.C.



Jed E. Penney

McCune & Penney, P.C.

By: _____

By: Jed E. Penney
President

Shannon K. Davis

Commercial Financial Services, Inc.

By: _____
Bradley D. Sharp, President

Mary Dodson

Pamela Soeten

Barbara Orr

Nancy Bane

Class Counsel:

Mitchell M. McCune

Jed E. Penney

The McCune Law Firm, P.C.

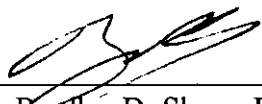
McCune & Penney

By: _____

By: _____

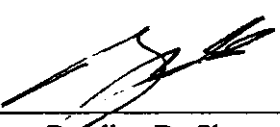
Shannon K. Davis

Commercial Financial Services, Inc.

By: 

Bradley D. Sharp, President

Commercial Financial Services Liquidating
Trust

By: 

Bradley D. Sharp, Trustee

EXHIBIT A

The following formula will be used to determine the amount paid to individual class members:

$$\frac{\text{Class Member Annual Salary}}{\text{Total Annual Salaries of all Class Members}} \times \text{Net amount awarded} = \text{Distribution Amount}$$

EXHIBIT A

Page 1 of 21

Class Member	Pro rata share (Net)
Abbott, John G	0.00072892570
Abner, Edward O	0.00091447043
Abraham, Janet B	0.00132200616
Abston, Charles W	0.00076205869
Adams, Angela D	0.00059639376
Adams, Eric J	0.00099398959
Adams, Lori A	0.00119225738
Adams, Trena Y	0.00071666650
Addington, Katherine T	0.00066265973
Adsit, Tonya D	0.00086172271
Adusumilli, Padmavathi	0.00115965453
Alexander, Jeff B	0.00097742310
Alexander, Sherri K	0.00086145765
Allen, Amanda E	0.00139158543
Allen, Michael A	0.00096085661
Allen, Ronald R	0.00198797919
Allen, Sharon E	0.00066159947
Allman, Richard D	0.00089459063
Alvarado, Melvin G	0.00079022173
Anderson, Jason A	0.00066265973
Anderson, Joshua D	0.00066265973
Anderson, Julie A	0.00079439648
Andrade, Alfredo	0.00099398959
Andrade, Cynthia E	0.00086145765
Andregg, Velma M	0.00129218647
Andrews, Cynthia A	0.00118743322
Anthony, Teresa	0.00089459063
Antwine, Carmencita K	0.00068916612
Armstrong, Deborah E	0.00092192535
Armstrong, Marie B	0.00099398959
Arndt, Yvette R	0.00066265973
Arrington, Nathela	0.00091584544
Atwell, Shane A	0.00079519167
Auge, Michael J	0.00089459063
Avant, Margarita Y	0.00089591595
Baber, Cherie R	0.00155725036
Bachman, John A	0.00397595837
Badiyan, Omid	0.00099398959
Bailey, Charles L	0.00067839790
Baker II, Ronnie L	0.00066265973
Baker, Joanna V	0.00071388333
Baker, Robert B	0.00248497398
Baker, Ron L	0.00066265973
Baldwin, Donna L	0.00076537199
Bales, Joan M	0.00116893176
Bandiera, Lisa M	0.00082302338
Bane, Nancy A	0.00085227981
Banoub, Albert Q	0.00099239921
Barbee, Marva L	0.00071567251

EXHIBIT A

Page 2 of 21

Barclay, Jo E	0.00076537199
Barker-Miller, William C	0.00093037426
Barlow, Stacey C	0.00094429011
Barrett, Chris G	0.00068916612
Barsh, Paul J	0.00071567251
Baucum, Maury T	0.00102712258
Baugh, Brenda J	0.00099398959
Baxley, Mary K	0.00062621344
Beard, Wendy	0.00084817132
Beatty, Patricia A	0.00086725592
Beauchamp, LaTica D	0.00075119107
Beets, Kristi L	0.00073058235
Beczley, Richard A	0.00193827971
Behrenhauser, Karen M	0.00091447043
Bell, Candace M	0.00073051609
Bender, Christi L	0.00079254104
Benefiel, Bryan T	0.00079519167
Bennett, Claudia H	0.00089459063
Benoit, Lakeisha D	0.00066265973
Benton, Kina	0.00113970847
Benzel, Cory L	0.00066265973
Bernstein, Leonard L	0.00094071175
Berry, Stephen R	0.00081904742
Berry, Thomas H	0.00314763371
Bevans, Cecil B	0.00067922622
Billingsley, Stacy L	0.00085483105
Bird, Kaylyn C	0.00071567251
Bischoff, Paul D	0.00086145765
Bivins, Carrie L	0.00099398959
Blackburn, Zetha C	0.00066265973
Blackwood, Robert D	0.00066159947
Blair, James A	0.00275003788
Blake, Carla E	0.00066265973
Blake, Samuel I	0.00099398959
Blaylock, Sandy K	0.00077531188
Blevins, Terri	0.00080977019
Block, Loretta T	0.00074797717
Blodgett, Gary D	0.00074549220
Boese, J. Phil	0.00096085661
Bohatec, Joseph A	0.00099398959
Bolton, Karen S	0.00086145765
Booth, Nick T	0.00132531946
Bordenkircher, Teresa	0.00087471084
Bostic, Gregory K	0.00076205869
Boswell, KaRon R	0.00070984110
Bowen, Patricia G	0.00102281529
Bowers, Lisa D	0.00073051609
Bowman, Maggie M	0.00062621344
Boyd, Cheryl R	0.00082832466
Boyle, Dennis J	0.00108543664
Boyls, Michael L	0.00062621344

EXHIBIT A

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Bradford, Trina D	0.00069579272
Bradley, Almetrice	0.00076537199
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Newsom, Donald R	0.00313106722
Nichols, Allen B	0.00102380928

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